



OFFICE OF APPRENTICESHIP AND WORK-BASED LEARNING

ANNUAL REPORT 2020



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

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EXECUTIVE SUMMARY

The Office of Apprenticeship and Work-Based Learning (OAWBL) was established on Nov. 11, 2019, by Gov. Michael L. Parson through Executive Order 19-20.

OAWBL is charged with the coordination and collaboration of information gathering, grants, programs, policies, and procedures across five appointed state agencies. This approach to apprenticeship and work-based learning will establish a cohesive approach for employers and job seekers to engage with the public workforce system, apprenticeship programs across the state, and five state agencies.

The five agencies that form OAWBL include: The Missouri Department of Higher Education & Workforce Development (MDHEWD), The Missouri Department of Economic Development (DED), The Missouri Department of Elementary and Secondary Education (DESE), The Missouri Department of Social Services (DSS), and the Missouri Department of Corrections (DOC). These agencies are represented by:

- Dr. Oscar Carter, DESE
- Dr. Ken Chapman, DOC
- Kristie Davis, DED
- Tim Gaines, DESE
- Jeriane Jaegers-Brenneke, DSS
- Dr. Mardy Leathers, MDHEWD
- Dr. Mara Woody, MDHEWD

Members of OAWBL meet a minimum of four times per year to collaborate on apprenticeship and work-based learning efforts among the five state agencies.

Executive Order 19-20

The Office of Apprenticeship and Work-Based Learning (OAWBL) was established on November 11, 2019 by Gov. Michael L. Parson.

STRATEGIC PLAN

OAWBL established its strategic plan based on Executive Order 19-20. Each agency leader provided input and information about current apprenticeship and work-based learning initiatives within their agencies to develop the strategic plan. The plan seeks to significantly increase the number of participants in Registered Apprenticeship programs and quality, work-based learning experiences, with a goal of 20,000 by 2025. To support this aspirational goal, there are two strategies: (1) coordinate apprenticeships and work-based learning and (2) drive performance and outcomes. This will require standardized processes and policies, engagement of external stakeholders, and expansion of the number of Registered Apprenticeship programs and the number of Registered Apprentices.

In its first year, OAWBL members focused on sharing information and resources across state agencies and established a strategic plan to guide the various initiatives and goals.

Efforts were focused on gathering information, initiatives, processes, policies, and procedures from each of the state agency members to understand current efforts and identify opportunities of alignment among state members. Information gathering efforts included a list of available funds, available resources, initiatives within each state agency, and data.

OAWBL also identified and collaborated with the members of the Business & Industry Council (OAWBL B&I). It was important to ensure the OAWBL B&I Council is representative of the state of Missouri and various industry sectors. The first OAWBL B&I Council meeting was held during National Apprenticeship Week on Nov. 10. The council is tasked with guiding the five state agency partners in grant opportunities, investing in apprenticeship and work-based programs, and overseeing the newly awarded Standards Recognition Entity (SRE) process. OAWBL B&I are asked to certify eligible Industry Recognized Apprenticeship Programs (IRAPs) in the state of Missouri.

Apprenticeship and work-based learning opportunities were leveraged to support dislocated workers and Missourians impacted by COVID-19. The importance of apprenticeships and work-based learning opportunities is clear, now more than ever.

ACTIVITY

GRANTS

OAWBL gathered grant information from any OAWBL state agency leveraging for apprenticeship and work-based learning activities. This established an online resource for collecting and sharing grant information. Understanding the landscape of apprenticeship and work-based learning funds that are available and which industries are supported with grant funds will allow for further coordination. In 2020, the Office of Workforce Development (OWD), which is a part of the Department of Higher Education and Workforce Development (DHEWD), applied for a State Apprenticeship Expansion Grant and was awarded \$450,000 to continue supporting marketing and outreach for Registered Apprenticeships in the state. This grant supports a total of four staff to engage with local partners, employers, and intermediaries across Missouri.

In August, the Missouri State Workforce Development Board applied for the Reimagining Workforce Grant. OAWBL members collaborated with stakeholders and drafted a final grant application to the U.S. Department of Education. This grant supported short-term training for in-demand occupations including: Medical Assistant, Medical Billing & Coding, Community Health Worker, Cyber Security, Public Safety Officer, and Entrepreneurship. The grant application partnered with unique education providers such as the Missouri Community College Association, Lincoln University, Harris-Stowe State University, and the University of Missouri Extension. While the U.S. Department of Education did not award the grant to the Missouri State Workforce Development Board, this grant application provided an excellent framework to support in-demand occupations across various education partners and agencies.

State Apprenticeship Expansion Grant

This grant supported short-term training for in-demand occupations including: Medical Assistant, Medical Billing & Coding, Community Health Worker, Cyber Security, Public Safety Officer, and Entrepreneurship.

MISSOURI APPRENTICE CONNECT LAUNCH

MDHEWD partnered with the Missouri Chamber of Commerce and Industry to design the Missouri Apprentice Connect portal. This portal is an online resource and match-making opportunity for employers and apprentices to connect on open Registered Apprenticeship opportunities.

Employers and apprenticeship partners are able to establish a user profile to market opportunities to interested apprentices. Potential apprentices are able to express their industry interests, education, and other relevant information for employers to view.

The official launch of Missouri Apprentice Connect occurred in August 2020. MDHEWD and the Chamber hosted an employer and partner webinar on Sept. 2 to introduce this new resource to all stakeholders.

The Missouri Apprentice Connect portal will support the expansion of traditional and modern apprenticeship programs for Missouri employers.

APPRENTICESHIP MISSOURI SUMMIT

On Nov. 10, the Office of Workforce Development (OWD) hosted a virtual Apprenticeship Missouri Summit for intermediaries, partners, and employers. Approximately 240 people attended virtually. The summit focused on recent efforts in apprenticeship and highlighted various apprenticeship programs. This summit's keynote address was led by Paul Champion President and CEO of TranZed.

The Apprenticeship Missouri Summit also had two breakout sessions focused on the importance of intermediaries and partnership in apprenticeship, and the newly established Industry Recognized Apprenticeship Program (IRAP) for businesses and Standards Recognition Entity.

ACTIVITY CONTINUED

TRANZED

OWD engaged with TranZed to train staff on employer engagement for apprenticeship expansion and to develop unique action plans for each local workforce region regarding apprenticeship. TranZed developed a return on investment calculator for employers to use and compare apprenticeship programs. In addition to the calculator, TranZed developed modules specifically for employers to offer a step-by-step process through the benefits of apprenticeships and how apprenticeships work. TranZed delivered training to OWD staff and workforce development stakeholders such as the Missouri Chamber of Commerce, on how to best use the modules with employers, engage employers, and how to leverage the return on investment tool.

TranZed engaged the 14 Local Workforce Development Board regions on current apprenticeship expansion strategies in the community. This involved several different partners across the public workforce system such as LWDB staff, OWD staff, and veteran staff. This collaboration offered a complete picture of the public workforce system and its approach to developing new programs, and engaging apprentices and employers. Upon developing an understanding of the current strategy, TranZed was able to identify gaps in each region and solutions to establish more effective apprenticeship strategies. OWD's Office of Apprenticeship and Work-Based Learning received an action plan to support the 14 LWDB regions and their local action plans. Many of the suggested solutions are in implementation including Apprenticeship Missouri's new office hours.



TranZed
APPRENTICESHIP SERVICES

TranZed engaged the 14 Local Workforce Development Board regions on current apprenticeship expansion strategies in the community.

This involved several different partners across the public workforce system such as LWDB staff, OWD staff, and veteran staff.



PERFORMANCE

Executive Order 19-20 has the ambitious goal of 20,000 active registered apprentices by 2025. The end of September 2020, Missouri had 13,000+ active apprentices throughout the state. Missouri increased its Registered Apprenticeship programs to 489 throughout the state, and for the second year in a row, Missouri ranked second in the nation in completed apprenticeships.

Apprenticeship Missouri closed two significant grants in 2020, including the Trade and Economic Transition Grant and the Apprenticeship USA Continuation funds. The Trade and Economic Transition Grant supported the infrastructure necessary to expand apprenticeships through employer-driven digital apprenticeship standards and its development. This established the Help Desk Technician Registered Apprenticeship program, the Network Engineer Registered Apprenticeship program, and the Automotive Service Technician program. These programs have supported at least six apprentices over the last year and will be able to serve many more in the future.

The Apprenticeship USA Continuation funding expired in 2020, which supported many intermediaries and training providers in pilot programs across the state. This grant also funded critical infrastructure needs such as an apprenticeship outreach coordinator and TranZed, which outlined a strategy for expansion.

MISSOURI

- **20,000 active registered apprentices by 2025**
- **13,000+ active apprentices throughout the state**
- **Ranked second in the nation in completed apprenticeships**
- **Increased its Registered Apprenticeship programs to 489 throughout the state**



EMPLOYER ENGAGEMENT

STANDARDS RECOGNITION ENTITY STATUS

In May 2020, the U.S. Department of Labor's Office of Apprenticeship released the Standards Recognition Entity (SRE) application for interested entities to become an SRE. This status will allow approved SRE's to recognize and certify Industry Recognized Apprenticeship Programs (IRAPs). IRAPs are designed to be a flexible apprenticeship model to support employers' workforce needs. This employer-driven model will operate parallel to Registered Apprenticeship programs with the same high quality approach already established in programs across the state. These industry programs will support a variety of employers and associations in need of specific skills for the industry and/or the occupation.

On June 12, Apprenticeship Missouri applied for Standards Recognition Entity (SRE) status with the Department of Labor's Office of Apprenticeship. This status was awarded on Sept. 23, 2020, to allow Apprenticeship Missouri to certify and recognize Industry Recognized Apprenticeship Programs (IRAPs).

Apprenticeship Missouri SRE is approved for the following industries and occupations:

- **Industries:** Agriculture, Forestry, Fishing and Hunting; Utilities; Manufacturing; Retail Trade; Transportation and Warehousing; Information; Finance and Insurance; Professional, Scientific, and Technical Services; Management of Companies and Enterprises; Educational Services; Health Care and Social Assistance; Other Services (except Public Administration)
- **Occupations:** Manufacturing Production Technicians; Health Care Practitioners and Technical Workers, All Other; Precision Agriculture Technicians; Information Technology Project Managers; Information Security Analysts; Financial Clerks, All Other; Financial Analysts; Education Administrators, Postsecondary

The IRAP applications received will be reviewed and approved by the Office of Apprenticeship and Work-Based Learning (OAWBL) Business & Industry Council. The official application, policy, and processes will be released in January 2021.

OAWBL BUSINESS & INDUSTRY COUNCIL

As a requirement of Executive Order 19-20, OAWBL invited 14 business, industry, and association members to join OAWBL Business & Industry Council (OAWBL B&I). The OAWBL B&I Council is representative of the state geographically and across industries. This council met on Nov. 10 to review the roles and responsibilities of the OAWBL B&I Council.

The OAWBL B&I Council will guide OAWBL and the involved state agencies on strategic investments in apprenticeship and work-based learning, and guide grant application opportunities for OAWBL. The Council will oversee, certify, and approve Industry Recognized Apprenticeship Program (IRAPs).



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APPRENTICESHIP MISSOURI



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